



NEWSLETTER

October, 1987

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Executive Members

President George McGuire
Faculty VP Tom Davis
Staff VP Mary Saunders
Treasurer Maureen McNie
Recording Sec. Paul Herman
Grievance Chair Dave Allen
JCAC Chair Varlene McLeod
Contract Chair Bob Smith
Agreements Chair Virginia Cooke
PD Chair Betty Harris
Corresponding Sec..... Sue Clifton
Communications Chair .. Mary Phelps
Past President Kevin Busswood

Schedule of Executive Meetings

Abbotsford, Room A307 at 3:00 pm

Sept. 16/87
Oct. 7/87
Nov. 4/87
Dec. 9/87
Jan. 20/88
Feb. 17/88
Mar. 16/88
Apr. 13/88
May 11/88 (AGM-tentative)
June 8/88

FROM THE EDITOR . . .

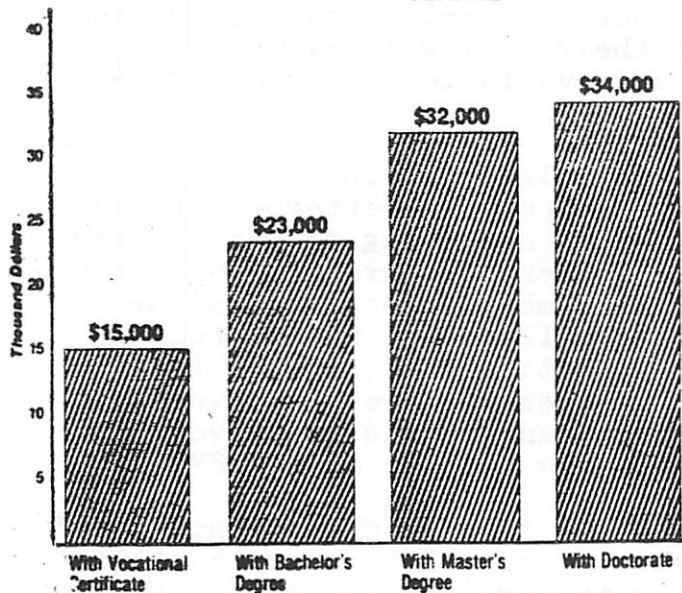
We have a problem: last month, about 600 applicants were denied access to programs and courses of their choice at FVC because sections were full and no funds were available to increase the number of offerings.

Now, well into the fall term, the deficiency is in remission, but there is little doubt that it will reappear in September of '88 and possibly earlier. The situation is not going to change, for the following reasons: the Fraser Valley is a growing community with a proportionate increase in the number of applicants for college courses; employment seekers realize that their opportunities increase with the level of education they achieve (see graphs on page 2); and, assuming the present level of government assistance to students will continue, many people who have previously been unable to do so will now plan to attend FVC.

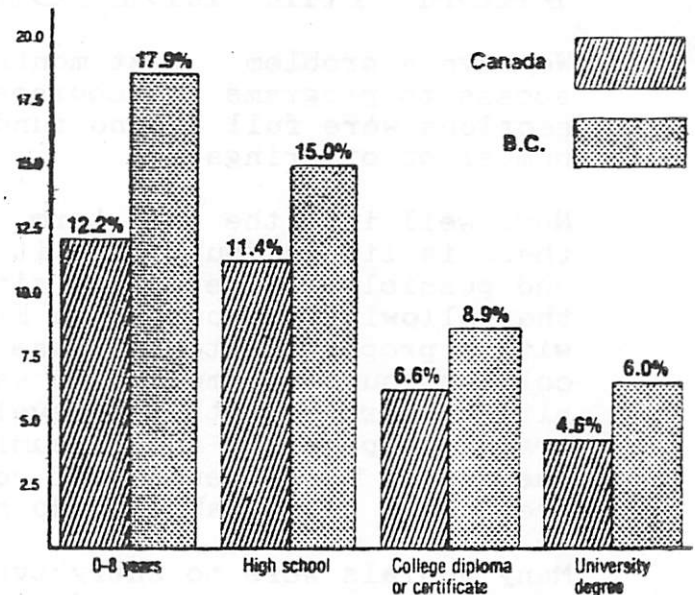
Many denials were to entry-type courses from which students would normally expect to proceed to higher or parallel programs within this College. Some who were unable to enrol will not ever attend here or, worse, will not continue their formal education in any institution. Consequently, neither the local population nor the College is being adequately served.

What are the possible solutions? One, a turnabout in the present provincial government's priorities, specifically its approach to education. Such a change would presumably include significant increases in funding for colleges, new facilities, larger faculties and staffs and so forth. A "fanciful notion" (to quote one of our members), at least for the foreseeable future. Second, we can accept the status quo--which is, of course, no solution at all. Or should we be seriously contemplating a temporary expansion, where practical, out to church halls, vacant schools, warehouses, etc.--that is, to the heart of the community, literally? Is there a better way to demonstrate to the local public and Victoria that the need is urgent? Such a tactic may be, as it was a decade ago, far from ideal, but a necessary evolutionary stage in the continuing growth of Fraser Valley College.

GRAPH 1:
MEDIAN ANNUAL EARNINGS OF
GRADUATES IN 1984



GRAPH 2:
UNEMPLOYMENT RATE BY EDUCATIONAL
ATTAINMENT, 1986



THE PRESIDENT'S NEW MANAGEMENT ADVISORY COMMITTEE (MAC)

Please read Paul Herman's Report From the College President in the Brief Minutes of the September 16 Executive Meeting on page 14. Paul describes the composition and role of this Committee.

George McGuire is the FSA representative on this committee and will be reporting from time to time on its deliberations in future President's Reports.

Pam Keith represents staff and Kevin Busswood faculty, so all FSA members should have adequate access to MAC.

To summarize, we include a quotation by Peter Jones given at a recent all-day session of MAC:

"Strategic planning is a framework for asking questions about what we're doing. The answers to those questions have to come from us."

* * * * *

A hearty welcome to Kathy Gowdrige, our new FSA secretary. Kathy is not a stranger here, having worked temporarily in Faculty Reception in Abbotsford and in the steno pool in both Abbotsford and Chilliwack. She will be in the FSA office (at Local 313) on Monday, Wednesday and Thursday mornings and available to answer your questions at these times.

Good luck, Kathy! You have quite a diverse group of people to work with, as you've already discovered.

Mary Phelps
October, 1987

ANNOUNCEMENT . . .

Reserve the evening of Nov. 27 for the FSA-sponsored Christmas Dance. The band, JOKER, has been booked for this date. Time and location: 8:30 p.m. at the Yarrow Community Hall. You can expect to receive a titillating notice within the next few weeks confirming the details. Kevin Busswood has stated that tickets for this event will be a rare and precious commodity, even when they go on sale.

PLEASE LET US KNOW ABOUT ANY CONCERNS OR UPCOMING EVENTS WHICH MAY BE OF INTEREST TO MEMBERS OF THIS ASSOCIATION. LETTERS AND NOTICES ARE NOT ONLY WELCOME, BUT ONE OF THE IMPORTANT REASONS FOR THE NEWSLETTER'S EXISTENCE.

LETTERS . . .

To the former Grievance Chair, Bob Smith:

Although your year-end report raised many valid issues, I was disappointed that the most important part of your report was just glossed over and the relevant data was omitted.

We all need to know what grievances were handled by the FSA. What better way to familiarize the membership with the contract? What better way to pinpoint the weak clauses for the Contract Chair in the forthcoming negotiations? What better way to alert the membership of possible conflict, because of the wording or intent of a particular clause?

Confidentiality, certainly, will not have to be sacrificed. We do not need to know either the names or the details of every grievance. What we do need to know is simply the number of the clause that was violated or perceived to be violated; at what step the issue was resolved, and to whose satisfaction; and, if the FSA lost, a short comment why would be very useful.

Any classification system was and always will be a potential source of grievances. Replacing one corporate model with another, that is more in vogue, will not automatically erase all possible problems. Your somewhat simplistic opinion (or an advanced one, depending on to what philosophy one subscribes) that, after all, "...a job well done by the courier, bookstore clerk, financial aid officer or receptionist, etc. are more or less equally (re pay) essential to the functioning of the College," can be taken even further. Since ALL the jobs in the College are essential for the functioning of the College and, according to the Contract, we all have a 35-hour work week, why not opt out for just one, all-encompassing salary scale for faculty and staff. We could be placed on a scale like that, according to seniority, according to our age or even, if we prove to be very politically advanced, we could be paid according to our needs.

May we have the list of grievances, please?

Barbara Pinkiewicz

P.S. I enjoyed my ten year dinner with my ten year colleagues. I am looking forward to my Birthday banner. Most likely, there are some attempts at paternalism, but because most of us share genuine feelings of mutual regard among ourselves, many such attempts failed already.

EDITOR'S NOTE: For your information, relevant paragraphs of Bob's Report of May 11, 1987 are included below. His reply follows.

"The work of the Grievance Chair has expanded greatly over the last year. Members have required more and more information about the Collective Agreement and have become more assertive where grievances are concerned. Those grievances cannot be detailed here because they are fairly numerous, quite varied and in some respects confidential. Most grievances - formal or informal - are settled to the satisfaction of both parties."

"A final observation concerns the collegial spirit that should underpin the Collective Agreement and our relationships in the workplace. Our labour law is ultimately derived from the servant-master concepts in English common law. Article 4.1, the employer rights clause, and Article 16, the employer's privilege to discipline you, not the other way round, are holdovers from the feudal period in which that common law arose. Paternalism, then, is built into the structure of the law, even while we might think that equality should be the rule. The explicit contradiction between paternalism and equality has been brought to our attention in several ways: as members attain the ten year plateau, retire or undergo some other institutional rite of passage, various expressions of regard shape up. Some faculty did not savour the idea of the ten year dinner because at that time the employer was, in another forum, taking a run at them, saying they should work harder. I have objected to the computerized birthday banner award that gets bureaucratically cranked out. Then there was the "Teacher of the Year" idea that made its way from committee to committee in the last year. At SFU that award is known as the "top flunkie of the year" honour. Why not a best clerk of the year award? Separating the genuine feelings of mutual regard from paternalism isn't easy, but the attempt should be made."

Editor:

Two things about Barb's response to my annual report: first, her request for a list of grievances. I was unaware that it was my duty to city them in the report. However, the suggestion makes sense. Give me some time to retrieve the records and draw up a list for publication.

Secondly, Barb is quite right that a new classification system for staff will not pre-empt all grievances. My point is that some systems are more grievance-prone than others. The more complex the system, the more likely the grievances. When the distinctions between each pay grade become finer, when more and more criteria (called "factors," e.g. "contracts," "effort," "problem solving," etc.) are introduced to determine placement, the greater the grounds for disputes and the greater the resources and people required to administrate the system, constantly diverting energy from our primary purpose at the college. As we consider the adoption of a new classification system we might keep this in mind. A single scale through which all staff may proceed according to satisfactory evaluation and length of service strikes me (and some staff) as more efficient and fairer than the present system. Currently, we waste too much time trying to figure out why one worker is worth more than another. True, faculty's salaries vary, but only by one criteria - seniority.

Bob Smith
former Grievance Chair

THE FSA PRESIDENT'S REPORT . . .

CIEA BUSINESS

On Sept. 18/19 I attended the President's Council meeting in Vancouver. The following is a list of what was discussed or accomplished.

1. A round robin discussion of all the current news from each college.
2. Discussion of entrepreneurship in education. This was a discussion of some procedures and experiments that are being used by the colleges to provide alternate and new educational services. There seems to be quite a bit of interest in exploring the possibilities and ramifications of this concept.
3. The four employees of CIEA have formed a Union (UWU), and are now bargaining with CIEA. At the present time, it seems to me, their demands are a little unreasonable, however one must consider that I only saw their opening request.
4. CIEA passed a resolution recommending that an employee's right to opt out of the colleges' pension plan be removed. This would not be retroactive, so if you already have exercised this option, don't worry. The FSA Executive will be discussing whether we recommend this to our local membership. I did vote in favour of this resolution.
5. CIEA has agreed to use Leo McGrady's Law Firm to handle its disputes in the upcoming year.
6. Opposition to Bill 19 is continuing.
7. CIEA has a new local: ELISIA (English Language Institute Sessional Instructors Association - a nice acronym). There are, at the present time, twenty instructors in this local. The number fluctuates between sixteen and forty instructors.
8. There have been some complaints about our College's no smoking policy, and I have asked CIEA for legal opinions regarding the following questions:
 - a. Could such a policy be considered harassment of the workers by having their working conditions substantially altered?
 - b. What provisions does our Collective Agreement provide for medical leaves or medical help if an employee wishes to quit smoking and requires such help?

LOCAL BUSINESS

1. **FSA LUNCHES:** These will be held on Oct. 14 in Abbotsford and Oct. 21 in Chilliwack. The announcement for these lunches should be in this Newsletter; watch for it.
2. **EXECUTIVE MEETING:** The FSA Executive met on Sept. 16 and the following business was conducted.
 - a. Notification was given that the departing Board members received letters expressing the FSA's appreciation and thanks for their long and meritorious service to the College.
 - b. The new College President, Dr. Peter Jones, made his first visit to our Executive meetings. He outlined the methods and philosophy he would like to use in governing the College. I understood that cooperation, dialogue, and respect are going to be his watchwords. In an attempt to achieve these laudable goals, Dr. Jones has created a Management Advisory Committee (MAC). The FSA Executive has elected me to be its representative on this Committee. Faculty and staff will each have an elected representative, so if you are interested please get yourself nominated.
 - c. Please read the other Executive members' reports to acquaint yourself with the other business conducted at this meeting.

3. **BOARD MEETING**

On Sept. 14, I attended the College Board meeting in Chilliwack. The new Board members, Mr. James Jeffrey, Mr. Brian Minter, and Mr. Bill Sharp, were introduced. Mr. John Wiens was elected Board Chairperson, and Ms. Norma Kenney was elected Vice-Chairperson. I am sure that Mr. Wiens and I will be able to work together amicably, as we have done so in the past. The FSA extended its hand in friendship and in cooperation to the new Board.

The rapid population growth in the College's catchment area, and how this growth might impact on the educational services the College provides the community, made me urge the Board to start planning now to avert a future educational disaster. If nothing is done, inadequate facilities, a shortage of instructors, a lack of supplies and equipment, and insufficient course offerings will certainly result in large numbers of students not being able to get their planned programs or courses. I indicated to the Board that the FSA would cooperate in any plan it has to lobby the provincial government for more funds to provide the facilities and services needed at this College.

George McGuire
October, 1987

THE FACULTY VICE-PRESIDENT'S CAC REPORT . . .

Barbara Moon was elected by acclamation to the Chair of CAC. Barbara brings many skills to the position; we all look forward to her leadership during the 1987-1988 academic year.

Peter Jones outlined the functioning aspect of the Management Advisory Group, "Big Mac". Basically, it gives the faculty and staff an opportunity to join in identifying areas of the College that need enhancing or changing. It is similar to the cooperative management model used by Japanese Industry and dovetails quite well with the agreement between FSA, Board and Management in '86-'87, sparked by George McGuire in an address to the Board, which resulted in bringing items to the Agreements Committee before they become contentious.

The committee to study the smoking issue reported that implementation was complete. Anyone wanting a pathway to "break the habit" should contact Barry Bompas who will put the person in contact with the proper avenue of approach such as a seminar or general information on the hazards of smoking. It should be noted that the video "Smoking Against Your Will" is available from the Media Resource Centre.

A sub-committee to study the proposed policy on AIDS has been struck. It will look at the input received to date and make the changes to round out the policy. A discussion took place regarding the need to look at a policy aimed at all infectious diseases.

The proposed policy on waitlists was received from the Admission and Standards Committee and given first and second reading. (See CAC Minutes, 1987 09 16)

The policy on International Education was reviewed in light of new emphasis in Ministry policy. The Ministry policy gives protection to B.C. students which keeps them from being displaced by foreign students. CAC is waiting for outside input on the policy, especially from Contract Services.

The Institutional Evaluation Report on CAC was discussed. It was noted that CAC had implemented a report from CAC to the Fraser Valley College Newsletter as was recommended. The items of reference state that it is up to employees to avail themselves of CAC Minutes and not up to each CAC member to give constant reports to constituents.

Tom Davis
October, 1987

FROM THE GRIEVANCE CHAIR . . .

In response to a recent inquiry by an FSA member, I have asked Barry Bompas to provide us with information concerning the role(s) the College might play in assisting those who may (particularly as a result of the newly-implemented smoking ban) wish to "kick the habit". When this becomes available to me, I'll pass it on to FSA members through the Newsletter.

Shop steward elections will be conducted in the near future. In some instances, those presently serving their areas as stewards may be willing to continue this work. In any case, each group will be asked to establish its preferred representative for the coming year. Those who undertake this task on behalf of their fellow workers deserve our thanks and support.

Dave Allen
October, 1987

FROM THE CONTRACT CHAIR . . .

This is a reminder that volunteers for the Contract Committee are still needed. The committee will not meet often but will play an important role in gathering information from the membership, examining the results of surveys of the membership, and criticizing the proposals of the Association's package as it shapes up over the next three months. The negotiating team will be formed at a later date.

Questionnaires concerning contract proposals will be sent out in November, with another round to ascertain priorities. Members, however, are encouraged to send me their suggestions at any time. Staff V.P. Mary Saunders will soon convene staff meetings, which I will attend. Bring along your Collective Agreements. I will note your views and research any questions for which there are no ready answers.

Bob Smith
October, 1987

FROM THE JOB CLASSIFICATION AUDIT
COMMITTEE (J.C.A.C.) CHAIR . . .

Lab Assistants rating increased and the process was long and difficult. Ordinarily two methods are used in rating:

1. matching the job description against established rating criteria and
2. comparing similar tasks/positions.

In this most recent re-classification, only the first method was applied as it is becoming increasingly difficult to reconcile the two for positions on Levels 5 - 7.

This is due to the 'natural' break-down of a system which has outlived its expected life span of seven years (Peat-Marwick 1978) as evidenced by lengthy and complex negotiations between the F.S.A. and Management J.C.A.C. representatives and an increase in grievances in this area.

To this end, letters will be forwarded to Peter Jones from both Management and F.S.A. representatives on the J.C.A.C. requesting formal acknowledgement of the problem. In addition, appropriate representatives to M.A.C. have been requested to bring this forth as a priority item. The F.S.A. members of the J.C.A.C. will be meeting at the end of October to generate possible strategies and methods of input in expectation of this becoming a College-wide concern.

Varlene MacLeod
October, 1987

BRIEF MINUTES . . .

Executive Meeting, June 10, 1987

1. Mary Phelps appointed Communications Chair.

2. President's Report from CIEA Convention

There is no dues increase, and dues will be assessed by percentage rather than individually.

Next year's convention is at Capilano College.

The new CIEA president is Paul Ramsey from CNC.

CIEA labour school will be at Malaspina, August 5 to 8. Dave Allen, Bob Smith, and George McGuire should attend.

3. Because of complaints about how the President handled the June 1 BC FED job action, there will be an extraordinary general meeting on June 18 to discuss Bill 19.

4. A letter will be sent to Dean Bate protesting the method used to shorten teaching blocks by ten minutes.

Executive Meeting, August 19, 1987

1. No one attended the CIEA labour school due to illness, vacations.

2. Agreed to send letter to thank retired Board members.

3. Phoned Dean Bate about shortened teaching blocks. A letter will follow and matter will be grieved.

4. Chairs of Contract, Grievance, Communications committees will review job description and hours of work before hiring new FSA secretary.

5. CIEA will be asked about boycott of Industrial Relations Council.

Materials from BC FED will be placed in LRC for FSA members.

6. Kevin Busswood, Mary Saunders, Tom Davis, George McGuire form the committee to organize non-regular employees.
7. Staff Vice-President Mary Saunders reported summer staff meetings in Abbotsford and Chilliwack. Staff will meet with Tom Beardsley from CIEA.
8. JCAC representative Varlene MacLeod reported several positions proceeding through JCAC review. Materials for the science lab assistants' classification review just received. Importance of a new JCAC classification scheme was emphasized.
9. Grievance Chair thanked Bob Smith for help during the summer.
10. Virginia Cooke reported her unhappiness at the use of expensive (\$18,000) management consultants in hiring the new FVC President.

The Agreements Committee will meet soon about IWAC proposals.

Richard Heyman was appointed staff representative on the Agreements Committee.

Next Meeting: September 16, 15:00

BRIEF MINUTES . . .

Executive Meeting, September 16, 1987

1. Report from the College President

The President explained the role of the newly-established Management Advisory Council (MAC) he chairs. Minutes of its meetings will be available to all College employees.

MAC will serve as the steering committee for the strategic planning process initiated by the President to implement the recommendations of the recent Institutional Evaluation and to set and pursue other goals that have a broad effect on the College.

MAC will also be consulted by senior management before decisions are made that have broad effects on the College. Minutes of meetings of senior management will be sent to MAC members.

Membership was selected to include those with a college-wide perspective - such as the Deans, Bursar, and PIO - and those representing regions and constituencies, including Hope, Mission, Directors, Coordinators, FSA, students, faculty, and staff. The President made it clear that MAC members represent their constituencies, not only the members' personal opinions.

It was suggested that a mature student be included on MAC.

It was emphasized that MAC should meet on a Wednesday following the regular meeting schedule so that everyone eligible to sit on MAC can attend its meeting.

The possibility of conflicts between MAC and CAC was noted.

MAC will meet all day October 3 about College needs. The Board will then meet October 24 to consider MAC's recommendations.

McGuire will continue as the FSA representative on MAC. Busswood will serve as alternate.

2. President's Report

McGuire reported on correspondence regarding employee duties in the Facilities area. It was agreed to monitor the assignment of duties for various positions in the area, job reclassifications, and criteria for excluded positions.

McGuire noted the letter he sent to retired Board members and the gracious response from Dr. Crabtree.

U.B.C English sessionals want to join CIEA but there may be problems that university instructors cannot legally join a union.

CIEA has been asked to make contributing to the pension plan mandatory for all college faculty members. McGuire will give the Executive more information at its next meeting.

The Executive will discuss B.C. Fed's boycott of the Industrial Relations Council after the President's Council discussion.

At the September College Board Meeting, McGuire welcomed new Board members on behalf of the FSA. He also cited the problem of students being turned away, noting the need to hire more instructors and develop more facilities to accommodate more students. The Deans raised the possibility of hiring a faculty coordinator of student athletics who would also teach some physical education courses. This coordinator would not perform all of Lorna Rockwell's old duties of coordinating student activities. The Board said such a position could be filled only by reducing other programmes. Apparently, students have not been consulted about this position - it sounds like a proposal that should go to MAC.

3. Wine and Cheese

Busswood and Cooke reported that wine and cheese parties would be held 12:00 - 1:30 p.m., October 14 in Abbotsford and October 21 in Chilliwack. Members of Executive, CIEA, the College Board, and Shop Stewards will be invited to be introduced to the FSA membership.

4. Vice-President's Report from CAC

FSA Executive should monitor the International Education proposal.

There may be federal money for part-time positions in literacy programmes, or the B.C. government may use the federal money for other purposes.

5. Contract Chair Report from CIEA Salary and Working Conditions Committee

SWCC has been restructured to include policy conferences. The first conference will be on coordinated bargaining by CIEA unions, and should be attended by the President, Contract Committee Chair, and one other person.

Volunteers are needed for the Contract Committee and Negotiating Team.

6. Grievance Chair Report

In response to a member's memo, D. Allen will query the CIEA lawyer about the College no-smoking policy as harrassment and illegal change in working conditions. He will also ask Bompas about the College providing medical assistance to those with problems quitting smoking.

The grievance about shortening the instructional blocks is proceeding.

The CIEA lawyer says there is still a case for the grievance of a terminated, type C faculty member; he says the grievance should be pursued. A second legal opinion will be sought.

7. JCAC Report

MacLeod is pursuing possibility of reclassifying PIO Assistant position.

Science lab assistant reclassification is not going well since the classification scheme does not recognize significant aspects of the job such as teaching duties. There may be similar problems with other positions, such as ABE teaching assistants.

Obtaining a new job classification scheme needs to be part of MAC's strategic planning.

8. Agreements Committee Report

Cooke met with the College President about IWAC and management representatives on the Agreement Committee -- Barry Bompas and Doug Thorpe. The President agreed that management representatives with knowledge of instruction were needed when dealing with IWAC.

Bompas will convene Agreements Committee as soon as possible, and will also invite Busswood from FSA's IWAC committee, members of IWAC, instructional management, and the President.

Cooke will ask IWAC to conduct a survey of faculty about preparation time similar to the survey done about marking time.

Next Meeting: October 7, 15:00

FSA MINUTES

Minutes of FSA Executive and General Meetings will be sent to the following areas for posting:

Chilliwack employee lounge
LRC
Student Services
Agriculture Building

Abbotsford Business Office
LRC
Student Services
Faculty
Trades Building

Mission Office

Hope Office

If an area has been missed or if you wish to have these minutes sent to you individually, please contact the FSA Office Assistant, local 313.